

APPENDIX 2

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Peter Hopkins - Commissioning Manager for Safe and Secure Homes Val Bell – Commissioner for Housing Needs Housing Family and Support team Jackie Johnson – Housing Project Officer
Directorate:	Community Wellbeing and Social Care
Date of Completion:	14 th December 2012

Name of Policy/Strategy/Service/Function Proposal

The proposed Isle of Wight Council's Tenancy Strategy Statement

The Aims, Objectives and Expected Outcomes:

The Tenancy Strategy Statement is intended to recognise the additional local flexibility that fixed term tenancies may provide following the changes in Government housing policy to give providers of social housing the option to use the flexibility of fixed term tenancies, which in most cases will be for a minimum of five years. Whilst the legislation advises fixed term tenancies can be for a minimum of two years local consultation with Registered Providers and key stakeholders have indicated that five years for most cases would provide greater stability for families and individuals. The document is intended to set an initial broad principle in our approach to granting tenancies for affordable housing on the Isle of Wight and so clarify how the Council wishes to work with providers of affordable housing, working on the island to ensure that the needs of our tenants and those seeking social and affordable housing may be met.

The Isle of Wight Council has worked with its housing partners to formulate the strategy statement and the draft strategy statement recognises that presently tenancies are granted by local authorities or registered housing providers to meet an immediate need, such as overcrowding or homelessness, and that this could change over time resulting in homes being under-occupied or occupied by tenants who could afford open market accommodation.

The strategy statement is also intended to help provide a consistent approach to providers of affordable housing who own stock on the Island and provide broad guidance to registered providers operating on the Isle of Wight, informing their policies and practices to produce lettings for housing applicants that meet local housing need and improve the affordable housing market functioning across the island. It seeks to do this by:

- Enabling the best use of affordable housing across the island through greater tenancy flexibility, whilst maintaining a reasonable level of security of tenure to tenants.
- Providing broad guidance and direction to registered providers regarding their use of fixed

tenancies.

- Indicating to current and prospective tenants, what they can expect from the tenancies offered by register providers managing stock on the island. the development and continuation of sustainable mixed communities
- Addressing the issues of affordability by seeking to maximize the availability and turnover of social rented properties and accepting the need for Affordable Rent properties as a means of securing additional affordable rented homes.
- Helping to meet local housing needs

Therefore, the strategy statement constitutes an over-arching document and has been produced to set an initial broad principle in the Council's approach to both granting tenancies for affordable housing on the Isle of Wight, and also to take into consideration the option to use the flexibility of fixed term tenancies, which in most cases will be for a minimum of five years but individual cases will be assessed as required.

The strategy puts the needs of tenants at the heart of the service however it does recognise that for a provider of affordable housing to be able to make the best use of its stock and resources , there may be a need to maximise the affordable housing necessary ,

However Affordable Housing providers are expected to have due regard to local authority's strategies in framing their own policies and we have worked closely with colleagues from registered providers, and other agencies in the development of this strategy statement. We will continue to work in partnership to make sure that Affordable Housing policies and the local authority's Tenancy Strategy work together to meet housing needs and priorities on the Island.

This will help to make best use of stock across the whole area and create more sustainable communities, however it is recognised that different approaches may be needed for rural and urban areas and for some considerations between Parishes to account for local needs.

The aims of the Tenant Strategy Statement reflect the four main themes of Supporting Older and Vulnerable Residents highlighted in the Isle of Wight Council's Corporate Plan 2011 – 2013. These are:

- Supporting individuals and communities to take more responsibility for themselves and each other so that they are less dependent on public services;
- Bringing public sector organisations together to work more effectively to avoid people needing to access intensive high cost services such as emergency hospital admissions or long stay residential care;
- Giving people real choice and control over how they are supported;
- Strengthening the delivery of social work and care management support so that we improve our assessment of and response to need, make decisions quicker and achieve better outcomes for the people we are working with.

- This is a proposal for a changed service/council function

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes
Will the proposal have a significant effect on how other organisations operate?	Yes
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			x	Specialist tenancies for older persons will be protected under any new tenancy rules
Disability			x	Specialist tenancies for persons with a disability will be protected under any new tenancy rules
Gender Reassignment			x	Both current and new tenancy rules do not distinguish between this group and any others
Marriage & Civil Partnership			x	Both current and new tenancy rules do not distinguish between this group and any others
Pregnancy & Maternity			x	Specialist tenancies for persons within this group will be protected under any new tenancy rules
Race			x	Both current and new tenancy rules do not distinguish between this group and any others
Religion / Belief			x	Both current and new tenancy rules do not distinguish between this group and any others
Sex (male / female)			x	Both current and new tenancy rules do not distinguish between this group and any others
Sexual Orientation			x	Both current and new tenancy rules do not distinguish between this group and any others

Are there aspects of the proposal that contribute to or improve the opportunity for equality?		Yes/No
Evidence Considered During Screening		
Current tenancy rules and the new proposals of the tenancy strategy. No result from initial consultation from stakeholders and second enquiries generated a nil response		
Head of Service Sign off:		
Advice sought from Legal Services (Name)	Kate Green	
Date		

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Val Bell
Directorate:	Community Wellbeing and Social Care
Date of Completion:	14 th December 2012

Name of Policy/Strategy/Service/Function Proposal

The proposed Isle of Wight Council's Tenancy Strategy Statement

The Aims, Objectives and Expected Outcomes:

The strategy statement is intended to help provide a consistent approach to providers of affordable housing who own stock on the Island and provide broad guidance to registered providers operating on the Isle of Wight, informing their policies and practices to produce lettings for housing applicants that meet local housing need and improve the affordable housing market functioning across the island.

Scope of the Equality Impact Assessment

To take into consideration the impact of the Tenancy Strategy statement on any potential equality characteristics

Analysis and assessment

Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both?

There has been initial consultation with the current providers of affordable housing on the Island in the formation of the strategy statement and there were no negative responses were received. As the work progresses it will be expected that any equality impact issues will be considered and monitored by the affordable housing providers themselves. Also the policy will be continuously monitored by Isle of Wight Council Safe and Secure Homes to ensure that the policy is does not have an impact on any protected Equality characteristics.

The timetable for this process has not been agreed although it is expected that this monitoring will

commence on the formal adoption of the strategy statement. As a result of the information consultation so far, there has been no evidence to suggest that would be any impact on any of the protected characteristics. As a result suitable tenancies will continue to be offered to those needing accommodation in line with their needs.

Recommendations

No additional recommendations

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No	No	N/A	N/A
Disability	No	No	N/A	N/A
Gender Reassignment	No	No	N/A	N/A
Marriage & Civil Partnership	No	No	N/A	N/A
Pregnancy & Maternity	No	No	N/A	N/A
Race	No	No	N/A	N/A
Religion / Belief	No	No	N/A	N/A
Sex (male or female)	No	No	N/A	N/A

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sexual Orientation	No	No	N/A	N/A
HR & workforce issues	No	No	N/A	N/A
Human Rights implications if relevant	No	No	N/A	N/A
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				

Summary	
Date of Assessment:	14 th December 2012
Signed off by Head of Service/Director	
Review date	14 th December 2013
Date published	

<i>Publishing checklist</i>	Yes	No
• <i>Plain English – will your EIA make sense to the public?</i>	Y	
• <i>Acronyms – check you have explained any specialist names or terminology</i>	Y	
• <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i>	Y	
• <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i>	Y	
• <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i>	Y	
• <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i>	Y	
• <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i>	Y	
• <i>Review have you included a review date and a named person to carry it out?</i>	Y	
• <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i>	Y	
• <i>Signing off – has your Head of Service/Director signed off your EIA?</i>		
• <i>Basics – have you signed and dated your EIA and named it for publishing?</i>		
• <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i>		